

Social / Gender Consultants

The Millennium Challenge Corporation (MCC) is a U.S. Government corporation whose mission is to provide assistance that will support economic growth and poverty reduction. Developing countries are selected for eligibility on the basis of their performance on third-party indicators on ruling justly, investing in people, and promoting economic freedom.

MCC is seeking consultants to work with the Environment and Social Assessment (ESA) team in the Department of Accountability, which is responsible for environmental and social safeguards compliance. There are two primary areas in which we are seeking assistance:

- First, as part of the due diligence of proposed projects, consultants may be asked to conduct and/or review gender analyses and to provide recommendations on how projects may be better designed to ensure that both women and men benefit equitably from MCC investments. Consultants may also be selected on the basis of their experience in specific sectors (such as agriculture, health, education, finance, infrastructure and others) and/or specific issues (such as HIV/AIDs, involuntary resettlement, human trafficking, and others).

The persons selected must be skilled in performing gender and project analysis and appraisal, with an ability to identify the essential risks and issues of concern to a funding entity. Moreover, the persons selected must have the ability to identify implementation risks and appropriate mitigation measures, and write detailed technical reports with analysis and recommendations. For the purposes of this procurement, this area is referred to as ***Technical Support***.

- Second, MCC is also developing resources for gender mainstreaming within the corporation to assure that gender is integrated into Compact development, implementation and monitoring. In this context, consultants may be asked to design and implement activities to strengthen MCC staff capacity for guidance, analysis and oversight of gender integration into MCC Compacts. For the purposes of this procurement, this area is referred to as ***Capacity Building***.

Evaluation Criteria

All Social/Gender Consultants are required to have expertise and/or experience in the following:

- Social/gender analysis
- Working in developing countries
- Mainstreaming gender analysis in context of sectors and/or issues
- Writing analytical papers and reports

In addition, Consultants will be evaluated on the basis of their expertise and/or experience in the following.

For ***Technical Support***:

- Developing and/or implementing social/gender impact assessments
- Developing and/or reviewing Scopes of Work for conducting social/gender impact assessments
- Developing gender indicators for performance monitoring
- A working knowledge of the language specific to the MCA-eligible or Compact country where the work is to be conducted. (Most relevant working languages currently are French, Portuguese, and Spanish)

For ***Capacity Building***:

- Designing and conducting training, and developing resource materials in gender analysis and gender planning
- Designing and conducting training, and developing resource materials on a range of social impact issues such as (but not limited to) human trafficking, HIV/AIDs, indigenous peoples, cultural heritage, involuntary resettlement, health and safety, child labor and inclusion of vulnerable groups, with gender analysis embedded in each

Potential Services

The following are potential social/gender services that would be contracted with successful candidates:

Technical Support

- A. Conduct a desk review of social/gender issues in a specific country
- B. Assess social and gender impacts of proposed projects
- C. Develop and/or review scopes of work for social / gender impact assessments
- D. Conduct social/gender impact assessments
- E. Provide recommendations on how projects in a variety of sectors may be better designed to ensure that both women and men benefit equitably from MCC investments
- F. Identify potential alternatives and viable mitigation measures for negative social impacts
- G. Review and evaluate social/gender impacts of Compacts during and after implementation

Capacity Building

- A. Design and implement (including develop relevant materials) workshops, training and other capacity-building activities for MCC and MCA staff on integrating social/gender analysis and planning in Compact development and implementation, including
 - a. Developing guidance on incorporating gender considerations in public consultation;
 - b. Developing guidance on incorporating gender analysis in designing Compact proposals;
 - c. Refining project design during due diligence (by sectors); and

- d. Developing performance monitoring indicators and integrating gender into evaluation research.
- B. Provide similar materials and capacity-building activities on other social impact issues such as (but not limited to) human trafficking, HIV/AIDs, indigenous peoples, cultural heritage, involuntary resettlement, health and safety, child labor and social inclusion of vulnerable groups.

Designated Consultants will be expected to participate in multidisciplinary teams and, at times, to coordinate with local authorities responsible for MCC Compact development and other donors, where relevant.

Designated Consultants may be requested to mobilize on short notice and will be expected to deliver high quality finished products in a timely manner.

Eligibility

For all tasks performed directly for MCC to assist in Compact due diligence, consultants will be precluded from bidding on work and services (design, full Environmental and/or Social Impact Assessment, construction and supervision) to be procured by the local MCA accountable entity or from using funds advanced under a Compact in the relevant country.

This announcement is not restricted to U.S. citizens. Persons will be selected by MCC and contracted through a third party who will handle payrolling and administration for all Consultants. Individual assignments could range from a few days to 12 months in duration. Compensation will be based on experience. MCC will select multiple sources to provide these services. There will be no commitment to a minimum or maximum amount of work after the award of a contract.

Interested parties should submit by email to recruitment@mcc.gov the following package: a resume (8 page limit) indicating language capability and a cover letter describing:

- 1) the consultant's qualifications in relationship to those areas of potential services listed above in the context of specific sectors where possible, noting a preference for consideration for Technical Support and/or Capacity Building;
- 2) countries and length of time (in months and years) the consultant has worked;
- 3) contact information (including email and telephone) for three professional references; and
- 4) proposed consultancy rates on an hourly basis and a salary history for the past 3 years. A federal bio-data form should also be provided.

Please include "ACC-ESA-SOCIAL/GENDER" in the subject line of your email and indicate the publication wherein you saw the advertisement. This announcement is open from August 18, 2006 through August 18, 2007. Resumes will be reviewed after two weeks and then at least every three months from the open date.